

=CLEMCo INC.

38-56 LONG AVENUE  
HILLSIDE 5, N.J.

March 24, 1948

Mr. Roy E. Norris, Industrial Relations Secretary  
The New Jersey Urban League, Inc.  
58 West Market Street  
Newark 3, New Jersey

Dear Mr. Norris:

We have made it a policy not to withhold employment from Negroes. As a matter of fact, about eighty percent of our present employees are Negroes.

We assemble and fabricate Christmas tree outfits and decorations. This involves some light machine work, soldering, bench assembly, lamping and packaging. Our new plant in Hillside was erected two years ago of modern construction. Working conditions are excellent, sanitary facilities A-1. I wish to point out that in our plant there is no discrimination in any form. Sanitary facilities are in common use of both whites and colored. Until two years ago, we never employed colored help and I have been very much interested in watching developments. Our experience has been both good and bad. We normally employ about one hundred people in this plant and naturally, we are in a highly seasonal business. I personally realize intensely the hardships imposed on a worker who is subject to lay-offs. We therefore changed our policy of part time employment, at great expense to ourselves, in order to provide full time employment for the majority in a highly seasonal business.

Now as to the Negro in employment. We have employed or hired about five hundred Negroes in the last two years. Our experience from that view point, of course, is very bad. The reason for this tremendous turn over was as follows: the tendency of the average Negro, taken off the street and given employment, to be lazy, slow moving and indifferent as to the quality of their work, their lack of training in any of the skills which we realize is perhaps not their own fault.

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We have taken the time and patience to train these girls, at considerable expense to ourselves, in the firm belief that this work would provide a haven and a refuge to girls who heretofore did not have an opportunity in other plants for employment. In our factory, the colored girl has equal job opportunities, depending only on her ability to learn and produce. As a matter of fact, the major portion of the higher paid jobs in our factory have been satisfactorily filled by colored girls. We employ about fifty colored girls, at this time, most of whom come from Newark and Elizabeth.

There are some things about the Negroes that the writer does not understand. I would personally welcome a visit, at this office, from one of the Negro race who may be able to bring me a better understanding of your problem, as well as mine.

Sincerely,

CLMCO INC.

*E. Clemence*

Elliott Clemence  
President

1. Do you employ Negroes?

Yes



No



2. Will you list below some of the jobs in which they have been employed successfully? (Please keep in mind our interest in pointing up success of Negroes in skilled and white collar jobs).

See letter enclosed.

3. If you have had any special experiences that would prove interesting or of value to us in our work, would you please indicate this here so that a representative of the New Jersey Urban League might get in touch with you for fuller details?

Nothing special



Yes, please have a representative get in touch with \_\_\_\_\_

Elliott Clemence, President, Clemco Inc.



*Clemco, Inc.  
38-56 Long Avenue  
Hoboken, N. J.*